



PREVENTION OF SEXUAL HARASSMENT (POSH)



Overview

- **MCO 1000.9**
- **Definitions**
- **Elements**
- **Behavior**
- **UCMJ & sexual harassment**
- **Action**
- **IRS or formal complaints**



MCO 1000.9

- **Mission readiness**
- **Devalues the individual & unit cohesion**
- **Honor, Courage & Commitment**
- **Treat with dignity and respect**



Clear Violation of Standards

- **Commit sexual harassment**
- **Condone or ignore sexual harassment**
- **Take reprisal action**
- **Knowingly making a false accusation**



Definitions

- **Sexual harassment**
- **Hostile work environment**
- **Quid Pro Quo**
- **Reasonable person standard**
- **Reprisal**



Elements of Sexual Harassment

- **Unwelcome**
- **Sexual in nature**
- **Creates a hostile work environment**



Behaviors

- **Acceptable**
- **Inappropriate**
- **Always Unacceptable**



Acceptable

- **Handshake**
- **Military appearance**
- **Polite compliment**
- **Friendly pat on the back**



Inappropriate

- **Cat calling**
- **Lewd or sexual comments**
- **Unsolicited written comments**
- **Leering**
- **Lingering touch / touching**
- **Sex jokes**



Always Unacceptable

- **Sexual favors = rewards**
- **Explicit pictures**
- **Stalking**
- **Obscene letters**
- **Explicit sexual conversations**



UCMJ

- **Art 92 Failure to obey an order**
 - **Art 117 Provoking speech and gestures**
 - **Art 127 Extortion (Quid Pro Quo)**
 - **Art 134 Indecent acts / language**
-

- **Art 107 False official statements**
- **Art 134 False swearing**



Informal Resolution System

- **Resolve at lowest level**
- **Confront the offender**
 - **Person / writing / 3rd party**
- **Document what is said**
- **Encouraged not required**



Summary

- **MCO 1000.9**
- **Definitions**
- **Elements**
- **Behavior**
- **UCMJ & sexual harassment**
- **Action**
- **IRS or formal complaints**